

FEI Company feels at home among the most powerful

Overwhelming group of Young Professionals visits FEI Company

Facing a period of economic recession or even crisis, we are used to bad news. Sometimes we tend to forget that a lot of companies are doing quite well. Or more than that, some companies are even doing very well! FEI Company in the Eindhoven area is one of those companies. Was it a coincidence that HTSP planned at the beginning of this year a visit to FEI Company in October? And was it a coincidence that more than 60 Young Professionals subscribed to this event? We might perhaps never know. But it's a fact that the involved colleagues of FEI had prepared a most interesting program. And that we could welcome all those visitors of which about 30 participated for the first time. And appreciated it very much!



Unknown guests

Miss Inge Houbraken, Human Resources Business Partner at FEI, started the preparation of this program about two months ago. She knew that, generally, about 35 Young Professionals subscribe to this kind of interactive company visits. Together with her colleagues, she had to make some adjustments when Nancy Geurse –who manages the Young Professionals office– informed her that the number of registrations had go beyond 60! It was a pleasure to welcome all those known and, until that moment, unknown guests. Apart from the Dutch professionals we met people form Poland, France, Spain, Hongkong, Iran and – with no doubt- other nations I forgot to ask. This makes the traditional HTSP Young Professionals program a very illustrative reflection of the internal companies population.



Inge Houbraken welcomes the guests

Obama

After Inge Houbraken officially welcomed the group, she gave the floor to Mr. Hein Gijsbers, Vice President Operations. He presented FEI Company without hiding his pride. He showed a picture of US president Obama studying the features of a FEI microscope at one of the US customers. “The worlds most powerful man checks the worlds most powerful microscope”, he declared with a smile. Mr Gijsbers



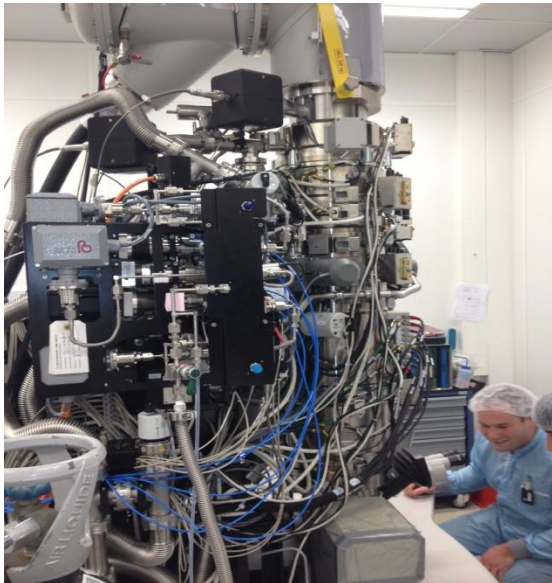
Hein Gijsbers: proud!

explained the world wide presence of FEI Companies of which the headquarter is located in Hillsboro, US. Like the plants in the US, FEI plants in other countries, like The Netherlands and Czech Republic (Brno), not only have their own production facilities, they have their own fields of R&D and application technology as well. FEI knows a variety of different markets. Nearly every university and a lot of research institutes in the world do have at least one FEI microscope. Which is not very surprising if you take into consideration that FEI only has three competitors and takes 50% market share with the most powerful devices. Actually, this technology has reached his boundaries being able to display 1/6000 part of a human hair. That is why FEI is focussing on developing knowledge about applications and providing application solutions to their customers. Just think about automotive industry, defence, mining, gas and oil, aerospace, life sciences and semiconductors,

were it once all started. It is not a coincidence that in Hillsboro, Intel is one of FEI's neighbours!

People

This turn around from a product based company to an application solution based company, has its impact on the composition of the specialisms you can find at FEI. Not only mechanical engineers, software engineers and physicians can be met, but geologists, cell biologists and medical specialists as well. The people at FEI make the success of the Company. Talent Management is therefore one of the 4 top strategic initiatives within FEI.



System integration

Growing for years

After asking several questions to Mr Gijsbers, the group was split up into subgroups. Each group was connected to a FEI employee who presented them the "Nanocenter" which is the demonstration and training facility where costumers can experience the performance of the products and discuss their specific wishes. The second part of the guided tour was the production facilities. After putting on special cloths and dust resisting protection shoes and hair caps, we could discover the different steps of system integration and testing. For FEI Company is growing for years now, intelligent logistic approaches have to guarantee optimal use of material, modules and space.

Personal development

When the groups returned in the central room, Mrs Cindy Carpriaux, responsible for talent

management, explained the FEI approach of personal development. Illustrated by some very clear video scenes -the Matrix and a talk by Simon Simek- she presented the different steps of learning and developing. 10% is done by training intervention, 20% by connecting to others in a more or less save learning environment and 70% is achieved by deploying. This approach helps to define and guide individuals to a next step of performance. The main question though is "why". It is about motivation, more then "how" and "what". With this message the participants were invited to do an exercise in a mini workshop, moderated by HR professionals. Even in less than an hour the discussion groups experienced in depth individual questions which were not so easy to answer although the peer approach which was applied turned out to be very helpful.



Peer discussions

The results of the mini workshops will be send to the participants by Nancy Geurse after being reviewed by the HR specialist. The Young professionals appreciated the program offered by our FEI colleagues very much. For which we thank them once again sincerely! One thing is very sure: the HTSP Young Professional network has found at least 30 new enthusiastic members!

Jos van Erp
FME Representative High Tech Systems Platform

FME CWM

High Tech
Systems Platform

Impressions of a successful afternoon



